

On-Campus Interview (OCI) Process

COVID-19 Update

The Office of Career Services is closely monitoring applicable guidance and law that may impact recruiting activities. We are engaging in on-going discussions with employers and are working to facilitate a recruiting process that is safe, equitable, and effective as possible given the circumstances. More info will be forthcoming during fall 2020.

Fall 2020 OCI Important Dates (Postponed until Spring 2021)

In general, most employers participating in On-Campus Interviews (OCI) in Fall 2020 are seeking students who will graduate in 2022 (typically for law clerk or summer associate positions for Summer 2021). Some employers participating in OCI will be seeking candidates who will graduate in 2021 (typically for post-grad attorney positions). Students are encouraged to read each individual employer's eligibility criteria carefully and consult your career counselor regarding any questions about your eligibility to participate or apply.

Students who wish to participate in OCI should work with their career counselors to prepare for OCI in March/April 2021 for Spring 2021.

In light of COVID-19 and the surrounding circumstances and limitations, some employers may be hiring on timelines that differ from their traditional recruiting schedules. SULC Office of Career Services will work with all employers at any time during the school-year, so long as it does not conflict with critical academic periods, such as the exams period. Please continue to check Symplicity often to view any additional employment opportunities.

How OCI Works

Navigating the On-Campus Interview Process

The first step for students wishing to participate in OCI is to **update your profile on Symplicity so that it reflects your accurate class year**. This will ensure that you can view the positions for which you are eligible depending on your class year. *For example, if you are currently a 1L and wish to apply for jobs for your summer after 2L year through OCI, then you will need to change your class year on Symplicity to 2L(3LPT) in order to view the opportunities available to 2Ls for summer 2021 through OCI.*

Once you have updated your class year, you should be able to view the opportunities available through OCI for your class year in Symplicity. You can then review the employers' postings, research those employers that interest you, and draft and upload your resumes and other materials requested by employers. When you are ready, you can "bid" (i.e., apply) to those employers with whom you want to interview by submitting the materials as requested.

Next, the employers review the materials from students who have bid for them and select the students they wish to interview.

After students interview, employers will communicate with students directly about next steps, which **may** include notifying students selected for a much longer "call back" interview. After employers have concluded their individual interview processes, they will determine which students will receive offers of employment and contact students directly.

Check the OCI Section in Symplicity often for the list of employers registered for OCI. The list will be updated on Symplicity as additional employers register...so check it frequently!